Identify key questions you might use in your collaborative conversation.

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| --- | --- |
| **Key Areas** | **Observation Notes** |
| * Purpose of the Coaching Conversation | * Data Collection: How does the ITBS ehlp us collect data on how students? How does it limit us? |
| * ***O****bjective Questions* * The “what” * Invitation to the conversation | * Have you met with your staff or is thi s anew conversation? * What things were discussed in your previous conversation? * What are your next key points?. |
| * *Reflective Questions* * The “what about the what” * Emotional | * How did/do you feel it will go? * What concerns you? |
| * ***I****nterpretive Questions* * The “so what” * Brainstorming | * What has worked in the past? * What do the results mean to you in terms of future planning? |
| * ***D****ecisional Questions* * The “now what” * Identifies specifics “next steps” to be taken | * What will you do to ensure success or sustain things? * What’s next? |
| * *Based on the Decision, what are the responsibilities of the administrator?* | * Meetings with staff * Send Supt. e-mail updates * Align with the “Think Alouds”, classroom work and NWEA and ITBS tests * Small meetings with staff organizing the meetings themselves tso that the teachers are focused |
| * *Based on the Decision, what are my responsibilities?* | * Give a guideline not just a directive * Collaborate, ask for follow up meeting |

**Reflection on the Collaborative Conversation**

**Name:** Rebecca Gaw

**Date:** Dec. 21, 2009

**Reflect on the collaborative conversation you completed with the administrator:**

**What impact did planning for the conversation, including the development of the ORID questions, have on the coaching conference itself?**

Planning definitely helped me be more prepared for the actual conference. It was nice asking them for the topic ahead of time as it gave me a chance to reflect on what I wanted to ask. Reviewing the materials helped me formulate the questions and remember to pause, extend, paraphrase etc.

**What was most challenging for you during the conversation? Most pleasing?**

The most difficult for me is keeping the conversation on target. Often something that is said causes me to ask a question that was not planned. This is not always bad as something good came from it, but deviating can sometimes cause you to lose focus or not accomplish what you intended.

Most pleasing is that I never I am interested and never run out of questions. Keeping it short is what is most difficult.

**What might be some things you would do differently/the same in your next conversation?**

I would ask for more clarification on the topic before writing the questions. Having a clearer picture of the target may help me to be more prepared.

**What techniques will you specifically address in your next coaching conversation?**

I need to continue to work on paraphrasing and probing. I need to work on asking those kind of questions that will lead my peer to think, not just answer.